



BENEFIT INFORMATION FIRE-RESCUE

In this leaflet, we are providing general information that may be helpful to you in evaluating the City of Sunrise. If you have questions concerning a specific item or interpretation, please feel free to contact the Sunrise Personnel Department at (954) 838-4522.

HISTORY

The City of Sunrise is located in western Broward County and is home to the state's second largest tourist attraction, Sawgrass Mills Mall, which draws over 25 million visitors a year. Sawgrass Mills offers approximately 2.7 million square feet of shopping, dining and entertainment. Also making its home in Sunrise is the 20,000+-seat Office Depot Center, home of the NHL's Florida Panthers.

The community has a diverse residential population of 87,000, and is currently experiencing growth in office and commercial development. Many major corporations have relocated to the City over the past decade.

Incorporated in 1961, the City of Sunrise has grown from a small suburban community known as Sunrise Golf Village, to Florida's 17th largest city out of 400+ municipalities.

The City provides a variety of municipal services. Through the Utilities Department, it provides water and sewer services to approximately 200,000 people. The Gas Department serves people over a 30-square-mile area. The Planning & Development Department, along with the Building Department, performs important permitting and enforcement activities, as well as oversees the City's current construction projects and future development. The Public Works Department maintains roadways, stormwater drainage systems, streetlights and rights-of-way. In addition, the Police and Fire-Rescue departments provide for the safety and well being of our City, while the Finance, Central Services, Management Information Services and Personnel departments carry out administrative duties. In all, approximately 1,300 employees work to make Sunrise one of the best cities in Florida.

The City also provides a variety of recreational facilities, including swimming pools, a tennis club, a golf club, a performing arts center, an athletic club and acres of beautifully landscaped parkland. Special trips, activities and athletic leagues are organized for children, adults and seniors through the Department of Leisure Services.

HOLIDAYS

Fire-Rescue employees receive 12 paid holidays per year. Shift employees will be compensated at their base rate of pay for 12 non-designated holidays per calendar year. Non-shift employees will observe the following holidays: New Year's Day, Martin Luther King Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day. In addition, non-shift employees may utilize three Floating Holidays on any regularly scheduled workday. Employees must have completed at least 26 weeks of service to be eligible for Floating Holidays.

VACATIONS

The City provides full-time Fire-Rescue employees with Annual Leave according to the following schedule based on months of service: 1-60 months of service = 120 hours for shift employees/80 hours for non-shift employees; 61-120 months of service = 168 hours for shift/120 hours for non-shift; 121-180 months of service = 216 hours for shift/160 hours for non-shift; 181 or more months of service = 264 hours for shift/200 for non-shift. Employees are eligible to use their Annual Leave after completing their probationary period.

GROUP HEALTH & LIFE INSURANCE

The City offers excellent group medical coverage. The City pays 80% of the premium for full-time employees and 66 2/3% for dependent coverage. Life insurance is paid by the City for an amount equal to one year's base salary rounded to the next highest \$1,000, up to a maximum of \$50,000.

SICK LEAVE

Fire-Rescue shift employees accrue Sick Leave at the rate of twelve (12) hours for each month of employment with the City. Non-shift employees accrue Sick Leave at the rate of eight (8) hours for each month of employment. As an incentive for non-use of Sick Leave, the City offers an additional bonus of Annual Leave each year.

OPTIONAL INSURANCE

The City offers full-time employees the option of obtaining Dental Insurance, Catastrophic Health Insurance and Intensive Care Insurance for premiums at group rates.

PENSION PLAN

The City provides defined benefit pension plans for all full-time employees. Employees in the Firefighters' Retirement Plan become vested after 10 years of service. An employee receives 3% credit for each of their first 15 years of service and 3½% credit for all remaining years.

DEFERRED COMPENSATION

The City offers employees a deferred compensation plan, which is an IRS-approved method for deferring income taxes on savings until retirement. This plan is for public employees only, and deferred money is invested by ICMA Retirement Corporation into investment funds that employees choose. A wide range of investment options is offered, and investment choices can be changed as your needs change throughout your career.

EMPLOYEE ASSISTANCE PLAN (EAP)

The City offers an Employee Assistance Plan (EAP) for all employees in need of such services.

BEREAVEMENT LEAVE

Any non-shift employee who suffers the death of an immediate family member shall be granted bereavement leave of three working days for in-state funerals and five working days for out-of-state funerals. Shift employees shall be granted bereavement leave of one shift for in-state funerals and two shifts for out-of-state funerals.

SPECIAL DETAILS

As one of the largest tourist destinations in South Florida, the City hosts a number of special venues and events that require the stand-by of Fire-Rescue personnel to protect visitors to our community. Fire-Rescue personnel are offered the opportunity to work special details, at a rate of \$20/hour, for such events as Florida Panthers hockey games and major concerts at the Office Depot Center.

TUITION REIMBURSEMENT

For employees with at least one year of service, the City offers tuition reimbursement for an educational program in a field related to their position. For a grade of A or B in the course, the employee receives 100% reimbursement. For a grade of C, the employee receives 50% reimbursement. Requests are reviewed by the Tuition Refund Committee prior to approval.

EDUCATIONAL INCENTIVE PAY

The Fire-Rescue Department provides educational incentive pay for individuals with an approved Associate or Bachelor degree. Depending on the level of education, individuals can earn up to \$2,900 per year.

CREDIT UNION

City employees may join the Credit Union, which offers all normal banking services. Liberal dividends are paid on employee savings, low interest rates are available on personal loans, and the credit union offers free checking with certain minimum balances. Direct deposit is available, and both savings and loan repayments can be handled through payroll deduction.

DISCOUNTS

The City also offers employees discounts on major tourist attractions throughout the state, hotels, car rentals, etc.

For additional information regarding Sunrise Fire-Rescue careers and benefits, please view the [online recruiting brochure](#) posted on our Web site, www.sunrisefl.gov.

This handout contains a general summary of benefits that are available to City of Sunrise sworn Fire-Rescue employees. Benefits may vary according to the particular job, and benefits may be increased, modified or decreased, without further notice.

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